



Nurse Support I Program:

Improving Education and Retention for Nurses in MD

Agenda

February 29, 2012



1. Introductions
2. Background
3. 2007 Recommendations
4. Recommendations for Next 5-Year Cycle
5. Next Steps

Background

Background

- 1986 HSCRC initiates nursing education funding (formally titled Nurse Education Support Program (NESP))
- Focused on supporting scholarships for college and hospital-based training of RNs and LPNs
 - Between 1986 and 1995, 37 hospitals were funded totaling \$7M

Background

- 2001 NESP was reconstituted as the 5-year Nurse Support Program I (NSP I)
- Hospitals were eligible for 0.1% of GPR
 - Proposals were submitted to HSCRC and reviewed by evaluation committee
 - Required narrative annual reports
 - Over the next 5 years, 50 hospitals were funded, totaling \$36M

Background

2006 NSP I program was reevaluated due to concerns:

- Annual reports were time consuming for hospital to complete and for staff to analyze
- Narrative data focused on processes and activities - no standardized metrics to report outcomes and demonstrate value of program
- Formal application process was unnecessary for non-competitive grants
- Possible redundancy with the newly created NSP II program

2007 Recommendations

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In 2007, staff recommended the following revisions to the NSP I Program to address these issues:

- ✓ Redefine categories of initiatives eligible and ineligible for funding
- ✓ Revise the RFP process to a simplified application
- ✓ Revise evaluation and review process for initiative approvals and renewals
- ✓ Standardize quantitative annual reports

Recommendations
for next grant cycle

Application process

1. Revise application process

- a) Online application
- b) Review by evaluation committee comprised of reps from HSCRC, hospitals, MHA, MHEC, Board of Nursing to ensure projects meet minimum requirements
- c) Outline reporting and compliance expectations

Monitoring and Oversight

2. Improve monitoring and oversight

- a) Auditing of budgets, reconciliation of pre/post fiscal year budgets
- b) Site visits by HSCRC/MHEC staff
- c) Revise annual report so that its shorter and collects meaningful data
- d) Tracking and approving programmatic changes

Discussion Topics

3. Possible expansion of eligible activities that meet the goals of NSP I
4. How NSP I & NSP II can work together and coordinate resources

Next Steps

Next Steps

1. Reconvene workgroup to discuss successes and barriers of last 5-year cycle (mid-April)
2. Draft recommendations to Commission (May)
3. Final Recommendations to Commission (June/July)
4. Bi-annual NSP I coordinators meetings (Fall/Spring)

Discussion/Questions

THANK YOU!